USE THE UNION'S POWER

UPSURGE

First Class Mail

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Union says, "Go back."

RANKS DEFY ORDERS

"You should have crawled back here on your belly like a snake with a contract like this!" That's what Louisville UPSers told Borders, their BA, at the meeting where they were read the new contract proposals.

On the weekend of May 15-16, meetings were called by the Union in most Locals in the Central States. The Union advertised these meetings as "progress reports" on the negotiations. What they really were planning was a lightning fast sell-out and back to work order.

Orders from the International were that no voting would be allowed. Everyone was **told** to return to work under the old contract until the language of the new one was worked out. Many cities forced their officials to allow a vote, which was nearly unanimous **against** returning to work. Where people weren't allowed to vote with their hands, they voted with their feet. They told their officials to shove it and walked out of the meetings.

In 8 major cities in the Central States, UPSers decided to continue their strike. In Cincinnati, columbus, Cleveland, Toledo, Detroit, Louisville, Kansas City and Minneapolis **UPSurge** supporters kept the picket lines up through Monday. Working together the Union, Company, courts and cops forced picket lines down.

The Union and the Company worked hand in hand threatening strikers with firings if they didn't go back to work. When that didn't work, UPS bought Temporary Restraining Orders at $500 to $1000 a piece from federal judges to force people off the picket lines under the threat of mass arrests. The picket lines were down by 7 PM on Monday.

Below is a short summary of these three days in which the rank and file fought the sell-out.

PICKETS AT LIVONIA TERMINAL IN DETROIT DURING "OFFICIAL" STRIKE

CLEVELAND

Sunday, May 17, 375 UPSers voted with their feet. After hearing the summary of the sell-out, they were amazed that the Union wanted us to go back to work. One driver summed up the whole situation: "When you go to buy a car, you check it out and see what you are getting. THEN you pay for it. Now - you're asking us to put out the money and find out what we're stuck with later!"

That night 130 people rallied in the rain outside the Cleveland Metro Hub and resumed picketing. Picketing was kept up during the day and turned all but a handful of scabs back. A large turnout of Highland Heights Center kept the picket line strong at the Metro Hub. In the middle of a thunder storm at 6 PM, 10 squad cars descended on the picket line. A federal marshal read a Temporary Restraining Order against the picketing and under the threat of mass arrests, the picket line broke up.

LOUISVILLE UPSERS ON STRIKE IN UPSURGE COUNTRY

CINCINNATI

Local Union officials tried to adjourn the Cinci meeting four times. Finally, as the officials were walking out, the membership took over the meeting and voted to stay out on strike. A rally in front of the Hub was called for 10 PM Sunday and picket lines were set up by midnight.

The lines remained through Monday, turning back nearly everyone called in to work. Only an injunction and the threat of mass arrests forced the lines down at 6 PM - just in time for the part-time shift to come in.

KANSAS CITY

250 people were outraged when they heard the proposed contract at the Saturday meeting. They walked out of the meeting and held one of their own in the parking lot. It was decided to put up the picket lines again and stay out. These lines were maintained strong until Monday afternoon, when UPS got a Temporary Restraining Order. Faced with the Union and Company saying everyone would be fired, and the sheriff saying everyone would be arrested - the picket lines came down. Some wives are now talking about seting up an informational picket.

TOLEDO, OH

80% of the people stood up when the motion to continue the strike was made at their meeting. Pickets were set up at midnight Sunday; but they were unable to maintain the strike due to the fact that the Union BA and the UPS Center Manager came out **together** and threatened people's jobs unless they crossed the line.

Toledo had never heard much about **UPSurge** before this Union meeting where **UPSurge** leaflets were distributed explaining the sell-out. Now Toledo is ready to join the **UPSurge**. Their first meeting will be held this Sunday.

LOUISVILLE

200 people did everything but lynch their BA when they heard the terms of the sell-out. They were expecting something bad, but not that bad. The vote to stay out was unanimous.

On the picket lines Monday, a stupidvisor came out and read a list of names of everyone who would be fired. The picket line did a figure 8 around the stupidvisor - slowly tightening the circle until he ran back into the building. He wasn't able to complete the list. The lines came down as it was learned that injunctions were wiping out the picket lines in all the other cities.

COLUMBUS

The heavy hand of the International came down on the Columbus Local, which is in trusteeship. No motions were allowed at the Sunday meeting, but the overwhelming sentiment was to stay out. People from the Cincinnati Local were there with signs saying that Cincinnati was staying out. At a rally at 6 PM in front of the Hub, UPSers decided to set up the picket lines again. The lines remained up and kept people out despite the Company calling the cops and threatening firings early in the day. The injunctions finally brought them down.

DETROIT

The Detroit meeting was 550 strong - all voted to stay out on strike. They even forced the Local officials to promise to back them if there were any firings. The picket lines went up again Monday morning.

At the Livonia Hub, the part-timers were the backbone of the strike. Cicotte Hub had a strong line from the beginning. Very few people crossed these lines. Three people were arrested as UPS called in the cops to harass the pickets. They were quickly bailed out and were back on the picket lines. Like everywhere else, the injunction killed the strike.

MINNEAPOLIS

In an unofficial vote most of the Sunday meeting voted to stay out on strike. The Union officials threatened that everyone would be fired. A picket line was set up that night. The local sheriff, supervisors and finally the Union officials began herding people and trucks across the picket line early in the day Monday. This finally broke the strike by late afternoon.

800 FIRED

THIS IS NOT TRUE! The national media, fed by UPS, has been reporting large numbers of firings in the Central States. The numbers vary; the truth is: **NO ONE WAS FIRED.** Threatened firings were rescinded as soon as the word came down from higher up in the Company and the Union that it would be impossible to get this sell-out ratified if the membership was angry about mass firings. This just goes to show - if you hang together, you won't hang separately!

Union Strikes Out:

IT'S OUR TURN AT BAT!

For months **UPSurge** has written about the impact that a strike in the industrial heartland would have. The question is now, if it's true that our strike was hurting the Company, why did the Union settle for so little? We had the Company on the run, but the Union let them slip by. The Negotiating Committee's "Progress Report" was even worse than the sell-out **UPSurge** had warned of.

Everyone who ever had any doubts about the true intentions of their BA saw him for what he really is: a messenger boy for the International. The Local Union representatives were called to Chicago and unanimously approved the agreement. Every last one of them sold us out! They all must be replaced!

Our job now is to turn this proposal down and force the negotiators back to the table. But we can't stop at voting this contract down. We must build local **UPSurge** committees that are organized against the harassment and attempts to weaken even more our contract rights over the next three years. We need to organize to elect officials who represent us - not the International. We need local newsletters like Detroit's **Write-UP** and St. Louis' **The Other Idea.** We need to get stewards who are **UPSurge** supporters and who fight for its membership. Fighting Funds must be rebuilt locally and nationally. We need an organization that can act together to take on UPS and the Union.

On Monday, May 17, **UPSurge** supporters maintained the pickets despite the wishes of the Union officials. We saw what a real strike is like. For the previous two weeks the picket lines had been up, but no one felt as if we were really having an impact on the negotiations. Obviously, we weren't. On Monday, it was very clear that our strike was no longer just against United Parcel. It was against the Teamsters officials who had sold us out as well.

The Company came out in force with cameras, trying to intimidate and get evidence. The Union officials went into hiding, not wanting to face up to this open rebellion by the membership.

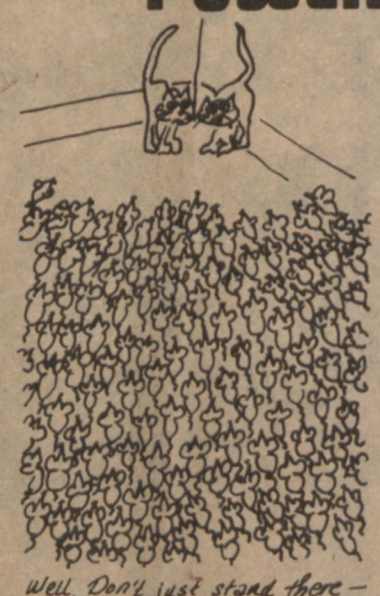
The police had changed their tune too. For two weeks they had calmly cruised by our pickets, sometimes stopping to talk. On Monday their friendly attitude had disappeared. In Cleveland, 10 squad cars were on hand to enforce the injunction. It was clear that they meant business, and it was clear whose side they were on.

The police were there to enforce the court orders. They were there to arrest anyone who did not leave immediately. They were there to break our strike.

United Parcel went to court and paid $500-$1000 to obtain Temporary Restraining Orders against our picketing. The Company had everything on their side: the cops, the courts, and

EXTENSIONS, INJUNCTIONS:

POWER & THE LAW



our Union officials. We only have one thing on our side: our numbers and organization.

We were determined to do something about the sell-out. We acted, for the first time, as a unified rank and file organization. Eight major cities were shut down simultaneously with smaller centers calling in sick or just not answering their phones.

We were up against pretty bad odds: the Company, the Union, the courts and the cops. We may have lost this battle, but we haven't lost the war. **UPSurge** is a lot stronger now in every city that stayed out. We also know what our weaknesses are and what has to be done.

This Union has to be taken over by the rank and file. It has to be taken out of the hands of the fat and happy officials who sold us out. Some say it can't be done: "You'll never get anywhere with this Union; it's hopeless." Well, it's true that UPSers can't do it alone, but you can be sure there are plenty of other Teamsters just as angry as we are. We have to join with them to rebuild this into a powerful union dedicated to the welfare of the membership - not the enrichment of its officials.

"No Contract, No Work." That's what the Union's negotiating proposal said. (Remember that outstanding proposal filled with lies and promises)? The Union ordered us back to work under an **extention** of the old contract. We weren't even offered a tentative agreement.

During the strike hundreds of petitions were signed on the picket lines requesting a vote on any tentative agreement before returning to work. These petitions were sent Special Delivery to Roy Williams, Director of the Central Conference of Teamsters, who negotiated the contract for the Union. Despite the majority sentiment to vote first, the Union ordered us back to work without allowing a vote.

Arthur Fox, attorney for PROD in Washington, D.C. said there was no way the Union can legally call the old contract back from the dead. It was terminated and could no longer be extended.

With no contract and no tentative agreement we continued the strike. UPS obtained injunctions saying that our picketing was illegal. They claim the old contract and its **no strike** clause was still in effect. Was there some kind of secret deal made between the Company and the the Union that the old contract wasn't really terminated even though we had voted to strike? Did we walk the picket lines for two weeks while the Union and Company laughed to themselves?

The legality of our continued strike will be determined in court now as we challenge the injunctions. This could drag on forever. UPS has the advantage here: they have the money for high priced lawyers and can drag it out through endless appeals.

That's not where our power lies. If we had been better organized and had a couple thousand people defying those injunctions, we could have shown them to be no more than a piece of paper. We only have power through unity, numbers, and organization.

Summar

SUMMARY OF PROGRESS: CENTRA

- Hourly rates will be increased 65¢ effective May 1, 1976; 5
- Unlimited cost of living payable on May 1, 1977 and May
- All road equipment will be air conditioned with appropriat
- The use of Citizen Band Radios on road equipment will be
- At least 50% of all part time employees will be given the o
- Part time employees will be given the right to change to m
- Part time employees will receive the two optional holidays
- All employees with seniority will receive in addition, three is able to comgine his unused sick leave with his optional developed.
- A laid-off feeder driver will have the right to use his seni qualified.
- An employee who has reason to think that he may be disci
- Bidding on a new job, or permanent vacancy, will be allo center from which the opening was filled.
- Feeder drivers pulling doubles will have the loaded trailer
- Only first line tired will be used on the steering axle of roa
- All grievance settlements will be paid within five days of t
- All full time employees - both seniority and probationary higher rate of pay if they work a higher classification, if the
- Full and part time employees will be paid time and a half f
- Health, Welfare, and pension plans will receive the same and Welfare and/or Pension plan. Employees covered by States.
- All part time employees will be covered by the United Parc

Retirees will receive Health and Welfare benefits equal to t

Anyone called to jury duty will now have an unlimited numb

- If a holiday falls within the first thirty days of absence due
- We will work out a percentage schedule for vacations at ea
- Where present full time inside jobs exist, such as porter, employees.
- Machinists and maintenance employees will be furnished
- The Company has agreed to provide a list of newly hired e
- The Company has agreed to make deductions on a weekly

New language is being developed to prevent non-bargain

- **There shall be one covered bulletin board in each building.**
- The dates of Article XXX - Competition - regarding the pro
- Garnishment language will be reviewed after the first year
- The junior employee in each classification will be exempt f
- A driver will have to notify the Company before he reports
- New buildings will have separate toilet facilities for male a
- Local past practice will apply to the duration of the meal pe
- The contract will become effective on May 1, 1976 and will

PENDING FINAL

THIS IS A SU

Everyone knew we would get the $1.65 that freight got. Same for the cost of liv days. There are some other minor co working conditions and seniority includin and air conditioned tractors. Even these i are not spelled out and could change as th ate language to be developed" gets develo

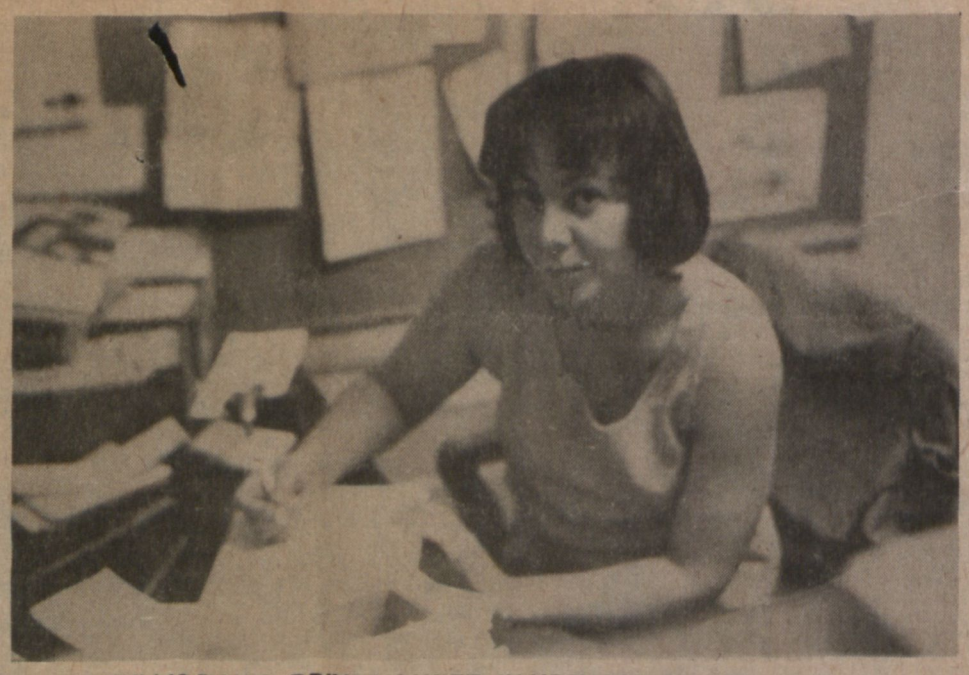
On the important questions of part-time procedure, forced overtime, appearance supervisors doing union work, the propos totally inadequate. The use of part-timers

VOTE

Once our great Union leaders and ever-concerned negotiators for United Parcel hash out all the "language to be developed" in their summary of "progress," who knows what we'll end up with for a contract. We can safely assume that it's going to be worse than the garbage they presented to us at the local meetings. That is those who were **allowed** to have local meetings.

Nobody in their right mind could say that this is the contract they want to live under for the next 3 years. **Nobody.** But there might be a few (maybe more) people out there that in a moment of cynicism or laziness will make their mark in the wrong box on the ballot. WE HAVE TO TALK THIS THING UP! Get those **"Vote No, #2 Will Be Better"** stickers around. Make sure that nobody votes the wrong way. A NO vote insures a better offer the second time around.

"If you have a husband & wife fighting together, you have a stronger thing"



PHYLLIS DAVIS, DRIVER'S WIFE, IN UPSURGE OFFICE

When my husband got involved in **UPSurge** I was kind of nervous and scared about what was going on down there at the **UPSurge** office. We had heard from supervisors that it was a socialist group and that they were out to ruin the country.

I was nervous, but I said I'd like to go down there and see for myself what's going on. Now since I've been at the office every day and helping, I think it's a good group and I'm going to stay down here and fight because I think they're helping every United Parcel worker.

I've been billing and answering phones and typing out things I answer the mail and send out the T-shirts. I've learned how to use new machines, like the Headliner for the newspaper. I was one of the wives down at the picket line and I was down there fighting for a good contract just like the rest of them.

I've talked about **UPSurge** to other wives, trying to get them involved. I'm sure that wives have been scared off by the word socialist, but it's not a socialist group. I'm not a socialist. I'm here because I want better working conditions for my husband and a better life for my family. I'm trying to get more wives involved. There's a lot to do. They can push subscriptions. We need money. Come down and help when the papers go out, to get them out to everybody. Make sure everybody gets their copy of **UPSurge** and really reads it because there's a lot of good in it.

I've never worked and I've joined women's clubs and things but a lot of them are not fulfilling at all. I got involved with **UPSurge** and there's a real meaning here and it seems like I'm doing something really worthwhile.

I see the harassment and the problems that our husbands have to go through at United Parcel and **UPSurge** is there to try and help working conditions. Instead of working 10 to 12 hours a day our husbands could be home with us after 8 or 9 hours. You have to cook two suppers and sometimes the kids don't get to see daddy until Saturday and Sunday. You don't get to spend any time together; it's just like the job is the whole thing. At United Parcel you make good money, but you put in a lot of hours.

We were willing to stay on strike until we could get better working conditions, but this just looks like a two week nothing. The Union and the Company didn't even negotiate the two weeks we were out. They only negotiated three days. It was horrible.

I was out there on the picket line from 11 o'clock Sunday night until 3 o'clock Monday afternoon when they tried to call off the strike. All we did was ask people to honor our picket lines and tell them there was no contract, nothing was settled, and not to go back to work. We felt that if enough people didn't go back to work they'd really start negotiating, and come up with something good for us. But they didn't. They came up with an injunction that I feel was illegal. I don't see how they could do it when the old contract was dead.

I would have been willing to go out there and picket if they'd forced the men back to work. I am willing to go out there and picket now, but with the injunction on I can't. It's just not fair, but we're not going to stop. Now we're trying to get a 'Vote No' campaign going. This contract is a sellout. It's unfair to the people. We went out on a two week strike for nothing.

I think more wives should get involved. You know, wives can be a hassle to men that are involved if they don't know what's happening. I think if more wives got involved, we'd have unity. Then we could have a stronger push with **UPSurge** and with the working people. If you have a husband and a wife fighting together, you have a stronger thing.

ary of Progress?

SS: CENTRAL CONFERENCE OF TEAMSTERS - UNITED PARCEL SERVICE AREA AGREEMENT

May 1, 1976; 50¢ effective May 1, 1977; and 50¢ effective May 1, 1978.
77 and May 1, 1978 on the same formula as National Master Freight.
th appropriate language to be developed.
ment will be permitted subject to uniform rules with apropriate language to be developed.
e given the opportunity to become full time employees with appropriate language to be developed.
change to more favorable shifts by seniority with appropriate language to be developed.
onal holidays now received by full time employees. Effective May 1, 1976.
ddition, three days sick leave or its equivalent beginning May 1, 1977. Also, options will be developed where an employee his optional holidays for additional vacation days or additional cash payment at Christmas. Appropriate language to be
use his seniority to bump the most junior package driver and be given up to thirty days training to be qualified or re-
may be disciplined has the absolute right to have a steward present.
, will be allowed for all employees in the building in that classification. Remaining moves, if any, to be limited to the
oaded trailer in front of the empty.
ng axle of road equipment.
five days of the decision. Credit union deductions will be shown on stub of the pay check.
probationary - will be covered by the daily guarantee, have their rights protected if assigned to a lower rate; receive a cation, if they work more than four hours; and receive premium pay time for early call-in.
e and a half for work performed on the 6th day; and Sunday will become a double time day as such.
ive the same contribution as National Master Freight with protection for those Local Unions who have their own Health covered by the United Parcel Service Health and Welfare plan will have their benefits improved equal to the Central
e United Parcel Service Pension plan. All full time employees will be covered by a Union Pension plan.
fits equal to the Central States Southeast Southwest plan.
limited number of days instead of a maximum of twenty.
absence due to illness or non-occupational injury, or within six months of an occupational injury the holiday will be paid.
acations at each location.
ch as porter, car washer, clerk, etc., **other than hub and pre-load**, those jobs will continue to be performed by full time
be furnished cutting tools and power tools over ½ inch drive.
newly hired employees to the Local Union each month.
on a weekly basis where a Local Union has a credit union.
non-bargaining unit employees from doing bargaining unit work **except when qualified union members are not available.**
ach building.
rding the protection of drivers under the T.O.F.C. section have been updated to April 30, 1976.
the first year of the contract.
l be exempt from the weekly guarantee where there are less than ten employees in the classification.
re he reports to work in the event of suspension or revocation of license.
ies for male and female employees.
f the meal period.
1976 and will expire on April 30, 1979.

NDING FINAL RATIFICATION, THE OLD CONTRACT WILL BE EXTENDED.

SUMMARY OF A SELLOUT !

the $1.65 over 3 years
cost of living and sick
minor concessions on
including use of CB's
n these improvements
ange as the "appropri-
ets developed.
part-timers, grievance
pearance standard and
e proposed contract is
rt-timers is to be con-
tinued and expanded. Their pay is not brought up to that of full-timers. They will have the right to bump into better shifts and some into full time. By the time "appropriate language" is developed on this, who knows what we will have.

There is no change on the appearance standard, grievance procedure, and forced overtime. The language on the supervisors working is as vague and unenforceable as the old language. This is clearly a sellout - not worth a two week strike - and should be voted down. VOTE NO!

(216) 641-0130
UPSurge NUMBER

NO!

In spite of the fact that the Union fed us this garbage about **No Contract, No Work** and the possibility of ratification meetings at the hall, it looks like we're stuck with a mail ballot. We talked to some Union officials and they claim ignorance (or won't say) whether it will take a ⅔ or simple majority (50% +1) to turn this contract down now that we've been forced back to work. It **should** only take a simple majority.

We will demand that a rank and file delegation be present to oversee the count on the ballots to make sure there is no hanky-panky going on. **REMEMBER:** 3 years is an awfully long time.

Vote NO, #2 Will Be Better!!!

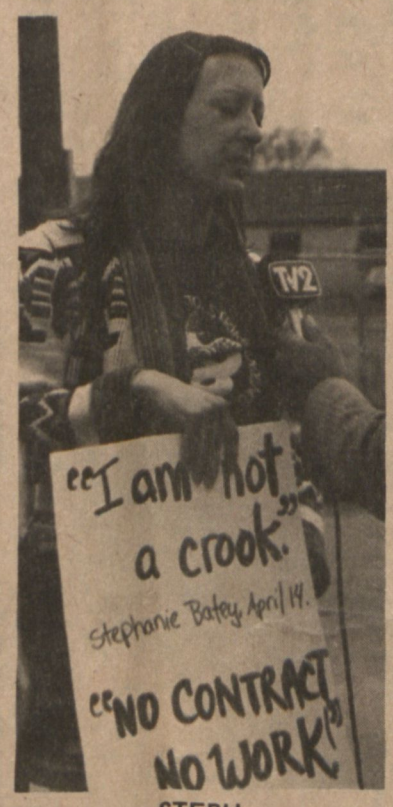
WE NEED MONEY

Now that the strike is over and we are back to work making all that brown money again, we need donations to our now almost empty Fighting Fund. Cleveland was headquarters for the Central States strike and our phone bill alone was tremendous. Printing strike material and sending it by Greyhound express cost plenty too. We are hiring a lawyer to challenge the injunctions that were issued to bust the strike. We will need several thousand dollars to pay all of these expenses.

Take up collections in your Hub, or just send your donation in as soon as possible, especially those of you who were not on strike. We are planning to have a national **UPSurge** raffle soon. It cost money to fight for a decent contract and we are all going to benefit from it. It would have been a much worse sell-out if we hadn't ben putting the heat on the Union here in the Central States.

Send checks to UPS Employees Fighting Fund, PO Box, 18213, Cleveland, OH 44118.

UPSURGE SUPPORTERS FIRED



STEPH

Stephanie Batey, Detroit driver and **UPSurge** steering committee member, was fired a couple weeks before the strike. She was charged with stealing $9.94 in COD money. The simple facts are that the $9.94 wasn't turned in because a C.O.D. tag was misplaced. As stupidvisors saw for themselves, the missing tag turned up in the dirty clothes locker.

Since drivers are expected to use their own money to make Company change, such mistakes are common. Usually when the delivery records and turn-in tags don't match up, the Company just issues a notice saying 'short' or 'over.' No notice was issued in this case; instead the Company accused Steph of theft and fired her.

The very next day information picketing was set up at her center. The next Tuesday there was picketing with TDC and people from different centers while her grievance was heard locally; it was deadlocked.

Since Steph was really fired for her **UPSurge** and Union activity, TDC felt her fight was theirs as well. They immediately wrote the President of Detroit's Joint Council and put up stickers saying "Rehire Steph Now" all over town. **UPSurge** and TDCers are circulating petitions demanding her immediate reinstatement.

A press conference preceded her second hearing at the state level. 35 people came to the Local hall. Again her case was deadlocked. The JAC hearing is yet to come.

"Two BA's said my case was ridiculous and should never have been brought to the state level," Steph reported. BAs said her grievance was traded off at the state level for another guy's reinstatement.

Since the Union doesn't seem to care about Steph's job, she has filed with the Labor Board and the Equal Employment Opportunities Commission. She has a consistent record of being harassed and singled out by the Company up to and including her firing. She has been singled out for one reason: Steph is an effective **UPSurge** supporter.

Steph told us, "The Company thought if they only got rid of me, **UPSurge** would disappear, but it just kept coming out and getting distributed."

UPSurge is still going strong in Detroit, but we can't allow the victimization of our people. We must act together. This case is just one more proof why we need the **UPSurge** program: INNOCENT UNTIL PROVEN GUILTY in the grievance procedure.

TERRY

Terry Ratajczyk, Minneapolis member of the **UPSurge** Central States Steering Committee, was fired shortly before the strike. Terry was involved in a very minor accident in the yard. Since virtually no damage was done, the accident was not reported and the trucks were polished up.

This is a common occurence among car shifters. In most cases (Terry knows of 4), those involved are suspended. This time both were fired; but the other man is back at work while Terry is still on the street.

Why was Terry fired, while all other such offenders are only suspended? The "**guilty until proven innocent**" style grievance procedure comes in handy when the Company wants to get rid of specific people. In this case, the Union seems as glad as the Company to see Terry go. Terry filed a grievance immediately, but there has been no hearing on the local level. He was told his case would go straight to the State level. Terry has also filed his case with the Labor Board. They are confident about winning back his job: it's a crystal clear case of discrimination against an **UPSurge** activist!

UPSurge supporters throughout the country have to see that Steph and Terry get their jobs back. We can't let the Company fire UPSurge supporters and get away with it. Their cases are coming up to the Joint Area Committee in Chicago soon. Every city should send a telegram to Roy Williams, Director of the Central Conference of Teamsters, signed by as many people as possible demanding that the JAC get Steph and Terry their jobs back. (Collect 50¢ or so from each signer to spread out the cost.) SEND TO:

Roy Williams
Director of the Central Conference of Teamsters
Teamster's Local 41
4501 Van Brunt Blvd.
Kansas City, MO

PART TIMERS:
UPS "couldn't live" without us?

UPS said in the negotiations that they "couldn't live" without part-timers. What does this mean? Will the Company go bankrupt if we force them to phase out part-timers? Will the economy crumble? Will Casey go broke?

Of course the answer to all these questions is **NO.** What UPS means is that the gradual elimination of part-timers will eat in to their ever-growing, almighty profit margin. The truth is that UPS would rather refuse people the right to a full time job, so they can keep paying their stockholders (managers and stupidvisors) higher and higher dividends.

We think the Company can learn to live without part-timers. **The real issue is that we, the full time and part time workers at UPS can no longer afford to allow the Company to part time us to death.** For the present part-timers this means that we want the right to bid into full time jobs. Many of us have put in a lot of time with this company and were promised full time jobs from the start. For the present full timers, being part timed to death means that job categories once filled by full time workers have been partly or completely taken over by part-timers - in many cases the full timers were given the choice of moving another job category, or quitting. And when part-timers are moved in, the Company speeds up the work pace and generally lowers the working conditions for everyone.

In the Central States Contract negotiations, **UPS was trying to bargain for part-time drivers.** This is the Company that **promised** when part-timers were first hired that there would be no back-to-back shifts, no full timers laid off while part-timers were working, etc. Any "promises" they may make this time about using part-time drivers only for pick-ups, or to fill in for absenses - or whatever - will be broken before the ink is dry on the contract.

In the "Summary of Progress" of the negotiations, part-timers were offered a pension plan and "50%" will be offered the chance to go full time, **with appropriate language to be worked out.** We say **NO** to this. Regarding pensions: we don't intend to have part-timers around long enough for them to need pensions! And this clause says nothing about doing away with the part-time category, or even bringing part-timers up to full wages and benefits, or putting an end to back-to-back shifts!

If we back down on the part-timer issue in this contract, we might as well kiss what job security we have good-bye. The **UPSurge** demand on part-timers is important to all of us at UPS. It will mean that all part-timers will have the option of a full time job, **if they so choose,** and full timers will not have to face the constant loss of jobs to part-timers.

MISSORTS!!!

GOOD RIDDANCE, GLORIA!

This just found its way into the **UPSurge** mailbox:

"I have been promoted to supervision and wish to cancel my subscription to **UPSurge**.

Gloria Weidman
Richardson, TX

We won't congratulate you on your promotion, Gloria, but we'll be happy to cancel your subscription. By the way, didn't you know that **UPSurge** is now required reading for UPS **stupidvisors**?

M-I-C-K-E-Y M-O-U-S-E...

Joe Deegan, Massachusetts **UPSurge** fan, wants to know where his Mickey Mouse sock is. It seems that he lost it in Indianapolis at the Jan. 31 **UPSurge** meeting and wants it back.

Come on Detroit-Livonia feeders - sock it to him. Send it to **Mouse Club** c/o **UPSurge**, PO Box 18213, Cleveland, OH 44118.

"MEET ME IN ST. LOUIS!"

In St. Louis, MO, striking UPSers received $100 a week in strike benefits from their Local. **PLUS** their health and welfare payments were made by the Union as well.

Compare this to Cleveland where the membership was expected to pay their health and welfare and by the end of the third week in May had still not received one penny of their measley $25 strike benefits!

IDLE THREATS

Baltimore/Washington D.C. area UPSers are filing charges with the National Labor Relations Board because a certain Levi Schmidt has threatened drivers and part-timers with discharge if they distribute the paper **UPSurge** or any **UPSurge** literature. Anyone in the Baltimore/D.C. area with similar complaints or additional information should contact Tom Wood at the D.C. NLRB office.

"Keep yourself an out..."

Jim Dook, Baltimore driver, attended the **UPSurge** Eastern Conference Contract meeting on April 24. His co-workers were surprised - Jim had never been known as a fighter and some people thought of him as a company man. A few weeks later a vicious smear letter attacking **UPSurge** appeared in the Hubs, and not long after that Cook was "promoted" to supervision.

Our Balto friends say it's no longer such a smart idea for Jim Cook to be seen in the local bars where UPSers hang out!

STUPE'S CAR NEEDS INSULIN

A certain **center manager** in Cleveland found out recently that he had a diabetic pinto. One of his "**friends**" wanted him to get better gas mileage and put sugar in his tank. He didn't get better gas mileage, but he did get his car towed out of UPS's parking lot!

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READY TO STRIKE T-Shirts: $3.50 M, L, XL. Gold or white (We may have to substitute colors if we are out of your choice.)

READY TO STRIKE Buttons: 50¢ or 3/$1.00

The following items have the **UPSurge** masthead on them:

SUPER STICKY STICKERS: 3/25¢ or 15/$1.00
Vinyl Bumper Stickers: 75¢
license Plates: $2.50

NOTE: CORRECTION

We have received word that some information we printed in the article entitled, "Democracy Teamster Style" in Issue 10 was incorrect. San Francisco UPSers did vote to strike May 1 and then scheduled a meeting for the following week. The Sec. Treas. cancelled the meeting, not the strike vote as the article stated. His letter to the stewards informed them that the meeting was off. Regarding the strike vote he said, "The May 1 date is; impossible," and said that he was continuing to negotiate.

We got our information for this story from a hurried phone call. We're sorry this happened, but to keep it from happening again we have one person coordinating our West Coast information.

Sorry, folks!

IN THE HOT SEAT

There was a rumor in Cleveland that the **UPSurge** office burned down. We think this rumor was started by whoever set fire to the building next door. We know there are some people who would like to see this whole thing go up in smoke, but apparently they couldn't tell from the back alley just which building is ours. The building next door was completely gutted.

We've doubled our fire and security precautions. From the start, we've kept duplicate files locked away in a safe place, we've made arrangements for renting back-up equipment in case of an "unfortunate incident."

This is serious business to all of us involved in the **UPSurge** movement, and we're serious about keeping it going.

Peick & 705: SCAB OF THE YEAR----

Louis Peick and Local 705 in Chicago have proved their recently earned title as "scabs of the Teamsters Union." As one of the two locals in the country not to strike over the Master Freight contract, and after not striking while the Central States UPS was out, 705 is clearly showing that it's the "Company's sweetheart" by calling out Union members to harass and intimidate other Union members.

A group of angry UPS dockworkers went to the Union hall week after week demanding that the Union inform them what they were bargaining for on their contract. The dockworkers had repeatedly tried to go through "official channels" in seeking meetings to find out the progress of the negotiations and to get the Union to commit itself to a deadline on the negotiations so that a strike vote could be taken. Peick has consistently refused to meet the UPSers. Through informational leaflets, lunchroom meetings, and picketing the Union hall, the UPS workers tried to make their legitimate grievances known to a wider audience.

Finally, the Union had had enough. On May 7 in a disgusting display of union busting by the Union itself, #705 officials called in 50 UPS package car and feeder drivers to confront the UPS dockworkers. The 50 drivers and coat-and-tie Union heavies surrounded the dockworkers and began arguing and heckling right on cue ("We like our contract, don't we, boys? - "Yeah, we sure do"). The "debate" ended in bickering and name-calling.

It is becoming crystal clear that the interests of the Union bureaucrats are the same as those of the UPS management. It is to the mutual interest of UPS and these officials to keep UPS workers isolated, ignorant, passive, and working hard so that they can squeeze as much production and profit out of them as possible. By pitting drivers against dockworkers and Blacks against Blacks as occurred that Friday, the Union bureaucrats are doing the Company's dirty work. Through a divided membership, the Union's leaders are able to maintain their corrupt, undemocratic, and sell-out leadership.

ATTENTION EAST COAST!!!

The negotiating committee for the first Eastern States UPS Agreement has been meeting 3 days a week since early May with Company representatives. Bill McCarthy, Pres. of Boston Local 25 and Joint Council 10, is Chief Negotiator of the committee which is said to have 10-25 members. No rank and filers are allowed in these sessions.

A single contract for the 15 states involved increases our bargaining power **only** if we have a common expiration date. The expiration dates previously set are:

April 10: New England (now under an indefinite extention)
May 30: Upstate New York
May 31: Pennsylvania
July 31: Atlantic District (Virginia, W. Virginia, Maryland, D.C., N. and S. Carolina)

Many officials claim that these are **still** the expiration dates.

If the Union fails to agree on a common expiration date, we will have **NO** bargaining power. Some states will be striking and the rest forced to scab.

UPSURGE EAST STEERING COMMITTEE MEETS

The **UPSurge** Eastern States Steering Committee met for the first time in Harrisburg, PA, May 15 and agreed on a rank and file strategy for this contract fight:

1) **We have a right to know what's happening in our negotiations!** Put the pressure on in your area for information on expiration dates, progress in negotiations, who's on the Negotiating Committee, etc. HOW? a) Call your stewards. If they aren't being kept informed - get them to bug the BA for info, or call the BA yourself. b) Demand that the BA call a barn meeting, or, as is being done in some Locals, that he meet weekly with the stewards' committee. Bring this up with your steward or put it on a petition. Gather some signatures and send it to the BA.

UPSURGE EAST STEERING COMMITTEE

2) The following motion should be raised for a vote at general membership or barn meetings. If your Local doesn't set up such meetings, put the motion on a petition, pass it around for signatures and send a copy to the Local. This is **our** contract; we need to let our oficials know what **we** want.

MOTION: All UPS employees to be covered by the Eastern States Agreement demand that our contracts expire ON THE SAME DATE, NO LATER THAN JULY 1.

3) We need a communication/strike center for the East. The **UPSurge** office in Cleveland is completely overloaded with work, so Pittsburgh will serve as the center for the East. A Contract Bulletin for UPSers in the East will be printed in Pittsburgh to supplement the coverage in **UPSurge**. YOU must be responsible for calling or writing in information.

ANY INFO OR QUESTION ABOUT THE EASTERN STATES CONTRACT SHOULD BE SENT TO: Pittsburgh **UPSurge**, PO Box 6390, Pgh., PA 15212, or called in to 421-1691. There won't always be someone by the phone, but keep trying! If you can distribute copies of **UPSurge East** Bulletins - or post them in your center - get in touch with the Pittsburgh center. If you haven't seen the Bulletin and would like a copy, write to the above address.

4) This Bulletin and necessary phone calls will cost money. In order to cover costs, the Steering Committee passed the following motion:

MOTION: That a Fighting Fund be organized in each local area. A proportion of the money collected to go to the Eastern States UPSurge center in Pittsburgh (amount to be decided on by local UPSurge committee). Remaining money to be used for local expenses.

A Fighting Fund in Dubois has raised close to $1000 by collecting $1 a week for 10 weeks from almost all the employees. Other suggestions for raising money were raffles and passing the hat. Gary Llewellyn, DuBois, and Rita Drapkin, Pittsburgh, were selected to act as trustees of the fund in Pittsburgh.

5) If we do strike, we must be prepared. The Union didn't prepare for the Central States strike, so don't hold your breath for the Union to organize this one. **Begin gathering phone numbers now, while people are still working. Just pass a sheet around.**

Copies of Union's proposals for the Eastern States Contract - 75¢ from Pittsburgh UPSurge or Cleveland UPSurge office.

Introducing..

Obviously **UPSurge** can't print everything from every local area it reaches. Nor can it spend all its time organizing one area. Local **UPSurge** newsletters are springing up all over to fill some of the holes. These mimeographed or quick printed newsletters will be an important tool in organizing and uniting people on a local level. Keep up the good work!

For more information or copies of these local **UPSurge** newsletters, contact the following:

Capitol, Baltimore, Richmond UPSurge
Box 2544
Landover Hills, MD 20784

The Other Idea
4854 Margaret Dr.
Berkeley, MO 63134

NY - NJ UPSurge
108 Washington St.
Newark, NJ 07107

Screw UPS
Box 84
Mt. Pleasant, MI 48858

The Write UP
PO Box 19105
Detroit, MI 48219

UPSurge WEST
PO Box 1898
Lynwood, CA 90262

For more information on Indiana and Minnesota **UPSurge** contact:

Indy UPSurge
PO Box 68175
Indianapolis, IN 46268

Minneapolis UPSurge
PO Box 18042
Minneapolis, MN 55418